

# REVOLUTION IN NAVY TRAINING



**Learn**



**Grow**



**Lead**



**EXCEL**

November 2003

## **Task Force Warrior Accelerates Sea Warrior**

*The Revolution in Navy Training is a key component of Sea Warrior. The success of Sea Warrior depends on totally synchronizing the Revolution in Navy Training with the Career Management System, Project Sail, and Perform to Serve. To accelerate this process and to ensure total integration between all human resource management and development programs, the CNO established Task Force Warrior. Based out of Norfolk Naval Base and lead by RADM Nancy Crisp, this 10 member task force will work closely with NPDC and CNP to make sure the human and technical infrastructure that drives Sea Warrior is completed as soon as possible. Task Force Warrior is a win-win for our Navy and our Sailors.*

*RADM Kevin Moran, Commander Naval Personnel Development Command/Task Force EXCEL*

## **Updates**

### **5 Vector-Model**

### **Individual Training Connects with Fleet Readiness**

### **Addressing the Fleet Response Plan**

### **3M Continuum to standardize training**

The 3M Training Continuum is currently being developed by the Center for Service Support in Athens, Ga. Based on type commander inputs and requirements, an online interactive course is under development for the apprentice level, which equates to the 3M maintenance person level of proficiency. This continuum will be the first standardized 3M training for the Navy and will apply to fleet forces afloat as well as shore-based facilities. The interactive online courseware will be piloted in February.

## **Milestones**

-Navy Knowledge Online

-5VM Version 1.1 Demo is now available on Navy Knowledge Online.

## **Pilots**

-YN "A" School pilot underway, Meridian, MS.

-Electricity, Electronics, Communication and Radio Core Competency Pilot underway, Great Lakes, IL.

-On-line/CD-ROM program allows Sailors to pass out of General Military Training.

## **News Links**

["EW and CTT Ratings Become One," Navy NewsStand.](#)

["SWOS Embraces the Revolution in Navy Training," Surface Warfare Magazine.](#)

["Shaping the Force and Growing Sailors," Navy NewsStand.](#)

## **Updates continued**

### **SWOS Redesigns Curriculum**

Today potential surface warriors report aboard their first ship before attending any formal SWOS training. This at-sea portion of SWOS includes working with a mentor to create an individual development plan (IDP) that outlines a distinct qualification timeline and the resources available to achieve it. The IDP involves hands-on experiences, and self-paced study materials such as CD-ROMs. After six months to a year onboard, candidates return to SWOS for an intensive three-week residency course. In this new program, the ship becomes the primary learning environment, while the three-week course reinforces and expands upon the experiences gained at sea. Under this new program the time to become qualified will take between six and 15 months instead of 27 months.

### **Center for Surface Combat Systems (CSCS) addresses Tactical Data Link Training**

Responding to Fleet requirements, CSCS formed a working group that included NPDC, Second Fleet, Third Fleet, SURFPAC, SURFLANT, AIRPAC, AIRLANT and Afloat Training Groups to review and standardize Tactical Data Link Training. This working group defined Navy-wide link training requirements, the elements of a new link training continuum, standard curricula, and metrics to determine training effectiveness. A Tactical Data Link training continuum is now being created to provide the Fleet with qualified network managers and operators who will be able to ensure the timely and accurate transmission of critical information through various data paths.

## **Frequently Asked Questions**

**1. Question:** NAVMEC just established a new metric for a typical sea duty workweek that is 70 hours. Did they include in the 70 hours all the time needed by Sailors for individual training?

**Answer:** Currently a 7-hour allotment is set aside weekly for training. The training requirements that result from the Revolution in Navy Training will be monitored closely to guard against unreasonable training demands. We know that Commands need Sailors on the job, and Commands know Sailors need training to get the job done. We are currently working with CFFC to ensure the systems we are developing strike the right balance.

**2. Question:** Are ratings going to go away?

**Answer:** The Learning Centers are currently performing job task analyses on all Navy ratings. The process is revealing that many ratings share the same or similar knowledge, skills and abilities. Where it makes sense based on this analysis and Fleet requirements, some ratings will be absorbed into others. For Sailors this realignment will improve educational and career opportunities. For the Fleet this process will give them Sailors that are better trained and more motivated to succeed.

**3. Question:** Are exams going away?

**Answer:** Exams are not going away in the immediate future. The Revolution in Navy Training is moving the Navy toward a performance based learning system. How you perform on the job will receive greater emphasis and exams will evolve to reflect the knowledge, skills, and abilities that are part of a Sailor's 5 Vector-Model.

**4. Question:** Navy training appears to be moving toward online and computer based learning. How is everyone going to get computer access?

**Answer:** To improve accessibility, Naval Personnel Develop Command is exploring Personal Digital Assistant (PDA) and computer tablet technologies. Sailors currently attending the Electricity, Electronics, Communication, and Radar Core Competency course are now issued PDAs. Funds are being set aside to explore and test new products and to address the issue of accessibility.

### **Navy Knowledge Online Tools**

-Harvard Manage Mentor Plus is now available on the Center for Naval Leadership page. These courses are for all Sailors in leadership positions.

-Completing General Military Training requirements is now just a few clicks away. Visit the Center for Personal Development page for downloads.

-Morningstar online financial services are now available in the My Finance section. Morningstar provides access to mutual fund and stock information and includes free online financial seminars.

-Gale Expanded Academic ASAP and Student Resource Center – College Edition is now in My Education. This service, brought to NKO by the Naval General Library Program, provides Sailors access to full text resources including over 40,000 primary source documents and a comprehensive collection of periodicals and academic journals.

-My Education also offers sample CLEP and SAT tests and CLEP study guides.

